NATHANIEL MAY

Engineering Manager

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EXPERIENCE

Ditto

Engineering Manager   *Aug 2024 – Present*

· Managed 16 direct reports and one manager in a fully remote environment.
· Led four distinct teams responsible for different layers of the stack: the cross-platform Rust library; all 12 SDKs; the query language, execution, and storage layers; and the CI/CD, DevOps, and QA infrastructure for the whole engineering department.
· Built a new hiring pipeline from the ground up in less than 60 days. Increased interview throughput by 10× and reduced time to hire by 50% across all engineer and manager positions.
· Scaled the hiring pipeline by designing training for new interviewers, introducing shadowing, eliminating reliance on third-party sourcing, and by personally conducting over 50 interviews in under a year.
· Oversaw the successful, on-time delivery of two new SDKs, Flutter and Kotlin Multiplatform, by quickly involving contractors to accelerate and win four new deals with Fortune 100 companies.
· Founded a new department-wide mentorship program and provided training for mentors which accelerated professional development and strengthened relationships across team boundaries.
· Oversaw the integration of agentic development practices with Cursor, Claude, and Copilot AIs.

dbt Labs

Engineering Manager   *May 2022 – Feb 2024*

· Managed four direct reports on the Adapters team who built and maintained open-source adapters in Python for Snowflake, Google BigQuery, Amazon Redshift, Postres, and Apache Spark.
· Expanded the dbt ecosystem by working with partners including Snowflake, Databricks, Google, and Microsoft with input from product, developer experience, OSS users, and enterprise customers.
· Led incident response and prioritized followthrough and fixes to minimize disruptions for dbt Cloud customers and to increase uptime and other key reliability metrics for the system.
· Accelerated the engineering hiring pipeline by creating a new systems architecture interview for staff engineers and by conducting nearly 100 interviews evaluating both technical and management skills.
· Fostered professional development across teams by introducing monthly lightning talks, assisting the mentorship program, forming long-term coaching relationships, and delivering trainings on coaching.

Senior Software Engineer   *Feb 2021 – May 2022*

· Improved performance of dbt Core with a new static parser powered by tree-sitter and Rust, reducing file parse times by a factor of 1000—from 300ms to 300µs—enabling customers to scale their projects to thousands more models without additional overhead.
· Enabled dbt Labs to release the 1.0 stable version of the product by leading a team of engineers to build a new subsystem for structured logging, allowing programmatic access to internal state both by internal cloud teams and external developers.

Fauna

Engineering Manager   *Jan 2020 – Dec 2020*

· Led four direct reports on the Queries and Drivers team who were responsible for core product functionality: maintaining open-source drivers across six languages, a GraphQL extension, and modules within the core database including the query language, authentication, authorization, and indexing.
· Increased predictability and efficiency of the engineering department by pioneering live team tracking dashboards in Jira, introducing async team stand-ups, conducting an engineering-wide consolidation of synchronous meetings, standardizing code review practices, and starting release-based retrospectives across all four engineering teams.
· Led incident response and followthrough to increase system uptime for FaunaDB customers.

Senior Software Engineer   *Jan 2019 – Jan 2020*

· Grew the Fauna Query Language by adding new functions and runtime semantics in Scala.
· Reduced the maintenance burden for client developers by designing a new query versioning system to guard against semantic changes in new cloud database versions.
· Increased product resiliency by improving distributed systems tests in Scala for the core database.
· Increased client developer productivity by reducing index build times from minutes to seconds and comprehensively improving error readability.

iRobot

Senior Software Engineer   *Sep 2018 – Jan 2019*

· Sped up development time and reduced operating costs for creating new serverless microservices and data pipelines by developing a general purpose Scala library to replace Python infrastructure.

MongoDB

Consulting Engineer   *Aug 2015 – Mar 2018*

· Grew relationships between MongoDB and customers by traveling weekly to over 50 companies.
· Assisted external clients by firefighting production incidents, planning engineering roadmaps, teaching courses, and advising technical leads on data resiliency, optimization, and scalability.

Red Hat

Consulting Engineer   *Sep 2013 – Aug 2015*

SKILLS

· Hiring Pipelines	· Project Management	· Technical Documentation	· Databases
· Coaching	· Data Analytics	· Customer Empathy	· Distributed Systems

LANGUAGES

· Rust · Haskell · Scala · PureScript · Python · TypeScript · Javascript · Java

EDUCATION

University of Massachusetts Amherst   2013

B.S. Computer Science, Mathematics | AI Research